



SOLE EXECUTIVE BODY

The sole executive body of Zarubezhneft performs its activities in accordance with the Regulation on the Sole Executive Body (General Director) of Zarubezhneft (approved by Directive No. 522-r of the Federal Agency for State Property Management dated June 30, 2016).

All payments to the sole executive body are made under an employment contract and based on:

- ▶ Regulation on the KPI of Zarubezhneft
- ▶ Regulation on Remuneration and Incentives for Employees of Zarubezhneft
- ▶ Regulation on Annual Remuneration for Senior Executives of Zarubezhneft
- ▶ Regulation on Social Guarantees for Employees and Retirees of Zarubezhneft